

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

William W. Gross  
Director

Division of Wage  
Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2452

Revision No.: 15

Date of Last Revision: 06/02/2003

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**OCCUPATION CODE - TITLE**

**MINIMUM WAGE RATE**

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	11 .00
01012 - Accounting Clerk II	12 .04
01013 - Accounting Clerk III	14 .97
01014 - Accounting Clerk IV	20 .33
01030 - Court Reporter	16 .16
01050 - Dispatcher, Motor Vehicle	13 .01
01060 - Document Preparation Clerk	11 .66
01070 - Messenger (Courier)	9 .61
01090 - Duplicating Machine Operator	10 .49
01110 - Film/Tape Librarian	12 .05
01115 - General Clerk I	8 .54
01116 - General Clerk II	9 .53
01117 - General Clerk III	11 .76
01118 - General Clerk IV	13 .35
01120 - Housing Referral Assistant	17 .32
01131 - Key Entry Operator I	9 .14
01132 - Key Entry Operator II	11 .13
01191 - Order Clerk I	11 .97
01192 - Order Clerk II	14 .31
01261 - Personnel Assistant (Employment) I	12 .42
01262 - Personnel Assistant (Employment) II	13 .84
01263 - Personnel Assistant (Employment) III	14 .49
01264 - Personnel Assistant (Employment) IV	17 .92
01270 - Production Control Clerk	16 .67

01290 - Rental Clerk	12 .05
01300 - Scheduler, Maintenance	13 .74
01311 - Secretary I	13 .74
01312 - Secretary II	15 .20
01313 - Secretary III	17 .32
01314 - Secretary IV	19 .23
01315 - Secretary V	21 .35
01320 - Service Order Dispatcher	13 .26
01341 - Stenographer I	12 .79
01342 - Stenographer II	14 .30
01400 - Supply Technician	19 .23
01420 - Survey Worker (Interviewer)	11 .51
01460 - Switchboard Operator-Receptionist	9 .80
01510 - Test Examiner	14 .23
01520 - Test Proctor	14 .23
01531 - Travel Clerk I	10 .17
01532 - Travel Clerk II	10 .90
01533 - Travel Clerk III	11 .71
01611 - Word Processor I	11 .61
01612 - Word Processor II	15 .43
01613 - Word Processor III	16 .54

**03000 - Automatic Data Processing Occupations**

03010 - Computer Data Librarian	12 .74
03041 - Computer Operator I	12 .74
03042 - Computer Operator II	13 .99
03043 - Computer Operator III	18 .29
03044 - Computer Operator IV	20 .32
03045 - Computer Operator V	22 .49
03071 - Computer Programmer I (1)	19 .92
03072 - Computer Programmer II (1)	22 .65
03073 - Computer Programmer III (1)	27 .18
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	21 .53
03102 - Computer Systems Analyst II (1)	27 .48
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	13 .96

**05000 - Automotive Service Occupations**

05005 - Automotive Body Repairer, Fiberglass	16 .80
05010 - Automotive Glass Installer	15 .60
05040 - Automotive Worker	15 .60
05070 - Electrician, Automotive	16 .22

05100 - Mobile Equipment Servicer	14 .46
05130 - Motor Equipment Metal Mechanic	16 .80
05160 - Motor Equipment Metal Worker	15 .60
05190 - Motor Vehicle Mechanic	17 .06
05220 - Motor Vehicle Mechanic Helper	13 .89
05250 - Motor Vehicle Upholstery Worker	15 .03
05280 - Motor Vehicle Wrecker	15 .60
05310 - Painter, Automotive	16 .22
05340 - Radiator Repair Specialist	15 .60
05370 - Tire Repairer	13 .96
05400 - Transmission Repair Specialist	16 .80

**07000 - Food Preparation and Service Occupations**

(not set) - Food Service Worker	8 .61
07010 - Baker	10 .98
07041 - Cook I	10 .16
07042 - Cook II	10 .98
07070 - Dishwasher	8 .33
07130 - Meat Cutter	11 .08
07250 - Waiter/Waitress	8 .86

**09000 - Furniture Maintenance and Repair Occupations**

09010 - Electrostatic Spray Painter	16 .22
09040 - Furniture Handler	12 .62
09070 - Furniture Refinisher	16 .22
09100 - Furniture Refinisher Helper	13 .89
09110 - Furniture Repairer, Minor	15 .03
09130 - Upholsterer	16 .22

**11030 - General Services and Support Occupations**

11030 - Cleaner, Vehicles	8 .44
11060 - Elevator Operator	11 .02
11090 - Gardener	11 .01
11121 - House Keeping Aid I	9 .27
11122 - House Keeping Aid II	9 .94
11150 - Janitor	12 .12
11210 - Laborer, Grounds Maintenance	9 .60
11240 - Maid or Houseman	9 .27
11270 - Pest Controller	12 .21
11300 - Refuse Collector	12 .12
11330 - Tractor Operator	10 .60
11360 - Window Cleaner	12 .89

**12000 - Health Occupations**

12020 - Dental Assistant	10 .93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12 .02
12071 - Licensed Practical Nurse I	12 .06
12072 - Licensed Practical Nurse II	13 .55
12073 - Licensed Practical Nurse III	15 .15
12100 - Medical Assistant	10 .66
12130 - Medical Laboratory Technician	14 .22
12160 - Medical Record Clerk	11 .24
12190 - Medical Record Technician	13 .57
12221 - Nursing Assistant I	8 .03
12222 - Nursing Assistant II	9 .03
12223 - Nursing Assistant III	9 .85
12224 - Nursing Assistant IV	11 .05
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	12 .93
12311 - Registered Nurse I	19 .83
12312 - Registered Nurse II	22 .11
12313 - Registered Nurse II, Specialist	22 .11
12314 - Registered Nurse III	27 .91
12315 - Registered Nurse III, Anesthetist	27 .94
12316 - Registered Nurse IV	29 .41

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	16 .81
13011 - Exhibits Specialist I	20 .46
13012 - Exhibits Specialist II	26 .07
13013 - Exhibits Specialist III	28 .16
13041 - Illustrator I	17 .66
13042 - Illustrator II	22 .51
13043 - Illustrator III	24 .32
13047 - Librarian	24 .58
13050 - Library Technician	13 .89
13071 - Photographer I	13 .80
13072 - Photographer II	16 .58
13073 - Photographer III	21 .13
13074 - Photographer IV	22 .83
13075 - Photographer V	27 .60

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	8 .25
15030 - Counter Attendant	8 .25
15040 - Dry Cleaner	10 .11

15070 - Finisher, Flatwork, Machine	8 .25
15090 - Presser, Hand	8 .25
15100 - Presser, Machine, Drycleaning	8 .25
15130 - Presser, Machine, Shirts	8 .25
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .25
15190 - Sewing Machine Operator	10 .80
15220 - Tailor	11 .48
15250 - Washer, Machine	8 .94

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	16 .21
19040 - Tool and Die Maker	22 .76

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	16 .62
21020 - Material Coordinator	16 .89
21030 - Material Expediter	16 .89
21040 - Material Handling Laborer	16 .45
21050 - Order Filler	13 .89
21071 - Forklift Operator	13 .92
21080 - Production Line Worker (Food Processing)	14 .60
21100 - Shipping/Receiving Clerk	13 .72
21130 - Shipping Packer	13 .72
21140 - Store Worker I	11 .08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14 .06
21210 - Tools and Parts Attendant	13 .61
21400 - Warehouse Specialist	13 .92

**23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	18 .71
23040 - Aircraft Mechanic Helper	14 .78
23050 - Aircraft Quality Control Inspector	19 .32
23060 - Aircraft Servicer	16 .37
23070 - Aircraft Worker	17 .25
23100 - Appliance Mechanic	16 .73
23120 - Bicycle Repairer	13 .96
23125 - Cable Splicer	21 .69
23130 - Carpenter, Maintenance	17 .47
23140 - Carpet Layer	17 .94
23160 - Electrician, Maintenance	20 .74
23181 - Electronics Technician, Maintenance I	18 .40
23182 - Electronics Technician, Maintenance II	21 .70
23183 - Electronics Technician, Maintenance III	23 .74

23260 - Fabric Worker	15 .03
23290 - Fire Alarm System Mechanic	17 .58
23310 - Fire Extinguisher Repairer	15 .55
23340 - Fuel Distribution System Mechanic	19 .32
23370 - General Maintenance Worker	15 .60
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17 .24
23430 - Heavy Equipment Mechanic	16 .97
23440 - Heavy Equipment Operator	18 .48
23460 - Instrument Mechanic	19 .10
23470 - Laborer	13 .37
23500 - Locksmith	18 .41
23530 - Machinery Maintenance Mechanic	18 .66
23550 - Machinist, Maintenance	18 .41
23580 - Maintenance Trades Helper	13 .89
23640 - Millwright	18 .76
23700 - Office Appliance Repairer	18 .41
23740 - Painter, Aircraft	17 .26
23760 - Painter, Maintenance	18 .40
23790 - Pipefitter, Maintenance	22 .74
23800 - Plumber, Maintenance	18 .65
23820 - Pneudraulic Systems Mechanic	19 .10
23850 - Rigger	19 .10
23870 - Scale Mechanic	17 .48
23890 - Sheet-Metal Worker, Maintenance	18 .88
23910 - Small Engine Mechanic	15 .60
23930 - Telecommunication Mechanic I	17 .36
23931 - Telecommunication Mechanic II	17 .83
23950 - Telephone Lineman	17 .58
23960 - Welder, Combination, Maintenance	16 .81
23965 - Well Driller	16 .80
23970 - Woodcraft Worker	16 .80
23980 - Woodworker	14 .45

**24000 - Personal Needs Occupations**

24570 - Child Care Attendant	9 .40
24580 - Child Care Center Clerk	8 .86
24600 - Chore Aid	8 .92
24630 - Homemaker	10 .89

**25000 - Plant and System Operation Occupations**

25010 - Boiler Tender	20 .78
25040 - Sewage Plant Operator	18 .37
25070 - Stationary Engineer	20 .78

25190 - Ventilation Equipment Tender	15 .28
25210 - Water Treatment Plant Operator	17 .84

**27000 - Protective Service Occupations**

(not set) - Police Officer	22 .56
27004 - Alarm Monitor	13 .53
27006 - Corrections Officer	19 .31
27010 - Court Security Officer	19 .98
27040 - Detention Officer	19 .31
27070 - Firefighter	19 .87
27101 - Guard I	8 .48
27102 - Guard II	13 .74

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	16 .21
28020 - Hatch Tender	16 .21
28030 - Line Handler	16 .21
28040 - Stevedore I	15 .30
28050 - Stevedore II	16 .52

**29000 - Technical Occupations**

21150 - Graphic Artist	18 .69
29010 - Air Traffic Control Specialist, Center (2)	29 .33
29011 - Air Traffic Control Specialist, Station (2)	20 .22
29012 - Air Traffic Control Specialist, Terminal (2)	22 .27
29023 - Archeological Technician I	14 .84
29024 - Archeological Technician II	16 .62
29025 - Archeological Technician III	20 .55
29030 - Cartographic Technician	22 .35
29035 - Computer Based Training (CBT) Specialist/ Instructor	24 .32
29040 - Civil Engineering Technician	20 .74
29061 - Drafter I	12 .82
29062 - Drafter II	16 .27
29063 - Drafter III	19 .55
29064 - Drafter IV	25 .09
29081 - Engineering Technician I	16 .06
29082 - Engineering Technician II	18 .06
29083 - Engineering Technician III	20 .98
29084 - Engineering Technician IV	24 .00
29085 - Engineering Technician V	27 .48
29086 - Engineering Technician VI	33 .22
29090 - Environmental Technician	17 .43
29100 - Flight Simulator/Instructor (Pilot)	27 .48

29160 - Instructor	22 .54
29210 - Laboratory Technician	18 .37
29240 - Mathematical Technician	25 .09
29361 - Paralegal/Legal Assistant I	14 .45
29362 - Paralegal/Legal Assistant II	18 .81
29363 - Paralegal/Legal Assistant III	22 .27
29364 - Paralegal/Legal Assistant IV	22 .93
29390 - Photooptics Technician	22 .06
29480 - Technical Writer	21 .39
29491 - Unexploded Ordnance (UXO) Technician I	18 .64
29492 - Unexploded Ordnance (UXO) Technician II	22 .55
29493 - Unexploded Ordnance (UXO) Technician III	27 .03
29494 - Unexploded (UXO) Safety Escort	18 .64
29495 - Unexploded (UXO) Sweep Personnel	18 .64
29620 - Weather Observer, Senior (3)	21 .00
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20 .06
29622 - Weather Observer, Upper Air (3)	20 .06

### **31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	17 .12
31260 - Parking and Lot Attendant	9 .00
31290 - Shuttle Bus Driver	14 .50
31300 - Taxi Driver	9 .93
31361 - Truckdriver, Light Truck	13 .63
31362 - Truckdriver, Medium Truck	15 .88
31363 - Truckdriver, Heavy Truck	16 .28
31364 - Truckdriver, Tractor-Trailer	16 .61

### **99000 - Miscellaneous Occupations**

99020 - Animal Caretaker	9 .38
99030 - Cashier	7 .45
99041 - Carnival Equipment Operator	9 .78
99042 - Carnival Equipment Repairer	10 .16
99043 - Carnival Worker	8 .33
99050 - Desk Clerk	7 .70
99095 - Embalmer	18 .64
99300 - Lifeguard	8 .91
99310 - Mortician	19 .44
99350 - Park Attendant (Aide)	11 .19
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8 .91
99500 - Recreation Specialist	12 .61
99510 - Recycling Worker	14 .23
99610 - Sales Clerk	8 .87



99620 - School Crossing Guard (Crosswalk Attendant)	8 .33
99630 - Sport Official	7 .74
99658 - Survey Party Chief (Chief of Party)	14 .32
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13 .01
99660 - Surveying Aide	8 .53
99690 - Swimming Pool Operator	15 .10
99720 - Vending Machine Attendant	13 .41
99730 - Vending Machine Repairer	15 .10
99740 - Vending Machine Repairer Helper	13 .41

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation

of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202 -783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

William W. Gross  
Director

Division of Wage  
Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2574

Revision No.: 14

Date of Last Revision: 02/25/2002

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike  
Ohio Counties of Monroe, Morgan, Noble, Washington  
West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	8 .21
Accounting Clerk II	10 .37
Accounting Clerk III	18 .04
Accounting Clerk IV	20 .19
Court Reporter	16 .96
Dispatcher, Motor Vehicle	14 .02
Document Preparation Clerk	11 .14
Duplicating Machine Operator	11 .19
Film/Tape Librarian	11 .99
General Clerk I	8 .54
General Clerk II	9 .60
General Clerk III	12 .02
General Clerk IV	13 .50
Housing Referral Assistant	14 .85
Key Entry Operator I	8 .28
Key Entry Operator II	12 .18
Messenger (Courier)	7 .53
Order Clerk I	7 .94
Order Clerk II	9 .53
Personnel Assistant (Employment) I	10 .98
Personnel Assistant (Employment) II	12 .32
Personnel Assistant (Employment) III	15 .43
Personnel Assistant (Employment) IV	17 .34

Production Control Clerk	15 .63
Rental Clerk	11 .99
Scheduler, Maintenance	11 .99
Secretary I	11 .99
Secretary II	13 .41
Secretary III	14 .63
Secretary IV	16 .51
Secretary V	18 .29
Service Order Dispatcher	13 .19
Stenographer I	13 .51
Stenographer II	15 .17
Supply Technician	16 .32
Survey Worker (Interviewer)	13 .41
Switchboard Operator-Receptionist	7 .71
Test Examiner	13 .41
Test Proctor	13 .41
Travel Clerk I	9 .86
Travel Clerk II	10 .98
Travel Clerk III	11 .72
Word Processor I	10 .61
Word Processor II	11 .91
Word Processor III	13 .32

#### **Automatic Data Processing Occupations**

Computer Data Librarian	9 .20
Computer Operator I	10 .32
Computer Operator II	11 .57
Computer Operator III	12 .87
Computer Operator IV	14 .30
Computer Operator V	15 .84
Computer Programmer I (1)	14 .22
Computer Programmer II (1)	17 .60
Computer Programmer III (1)	21 .49
Computer Programmer IV (1)	26 .05
Computer Systems Analyst I (1)	20 .39
Computer Systems Analyst II (1)	24 .66
Computer Systems Analyst III (1)	26 .66
Peripheral Equipment Operator	10 .69

#### **Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15 .24
Automotive Glass Installer	14 .02
Automotive Worker	14 .02

Electrician, Automotive	14 .52
Mobile Equipment Servicer	12 .99
Motor Equipment Metal Mechanic	15 .03
Motor Equipment Metal Worker	14 .02
Motor Vehicle Mechanic	15 .03
Motor Vehicle Mechanic Helper	12 .44
Motor Vehicle Upholstery Worker	13 .53
Motor Vehicle Wrecker	14 .02
Painter, Automotive	14 .52
Radiator Repair Specialist	14 .02
Tire Repairer	12 .55
Transmission Repair Specialist	15 .04

**Food Preparation and Service Occupations**

Baker	9 .39
Cook I	8 .68
Cook II	9 .39
Dishwasher	7 .16
Food Service Worker	7 .16
Meat Cutter	10 .41
Waiter/Waitress	7 .65

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14 .72
Furniture Handler	11 .58
Furniture Refinisher	14 .72
Furniture Refinisher Helper	12 .62
Furniture Repairer, Minor	13 .71
Upholsterer	14 .72

**General Services and Support Occupations**

Cleaner, Vehicles	7 .38
Elevator Operator	7 .99
Gardener	8 .75
House Keeping Aid I	6 .66
House Keeping Aid II	7 .16
Janitor	8 .01
Laborer, Grounds Maintenance	7 .71
Maid or Houseman	6 .66
Pest Controller	10 .42
Refuse Collector	8 .43
Tractor Operator	8 .82
Window Cleaner	8 .54

**Health Occupations**

Dental Assistant	10 .93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10 .93
Licensed Practical Nurse I	10 .38
Licensed Practical Nurse II	11 .64
Licensed Practical Nurse III	13 .02
Medical Assistant	9 .77
Medical Laboratory Technician	12 .23
Medical Record Clerk	10 .77
Medical Record Technician	13 .54
Nursing Assistant I	7 .42
Nursing Assistant II	8 .30
Nursing Assistant III	9 .06
Nursing Assistant IV	10 .17
Pharmacy Technician	12 .19
Phlebotomist	11 .90
Registered Nurse I	15 .34
Registered Nurse II	18 .80
Registered Nurse II, Specialist	18 .80
Registered Nurse III	22 .71
Registered Nurse III, Anesthetist	22 .71
Registered Nurse IV	27 .21

**Information and Arts Occupations**

Audiovisual Librarian	18 .16
Exhibits Specialist I	12 .91
Exhibits Specialist II	15 .99
Exhibits Specialist III	19 .56
Illustrator I	12 .91
Illustrator II	15 .99
Illustrator III	19 .56
Librarian	18 .29
Library Technician	13 .41
Photographer I	12 .30
Photographer II	13 .71
Photographer III	16 .98
Photographer IV	20 .76
Photographer V	25 .11

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7 .06
Counter Attendant	7 .06
Dry Cleaner	9 .08

Finisher, Flatwork, Machine	7 .06
Presser, Hand	7 .06
Presser, Machine, Drycleaning	7 .06
Presser, Machine, Shirts	7 .06
Presser, Machine, Wearing Apparel, Laundry	7 .06
Sewing Machine Operator	9 .74
Tailor	10 .35
Washer, Machine	7 .69

#### **Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14 .72
Tool and Die Maker	15 .27

#### **Material Handling and Packing Occupations**

Forklift Operator	12 .34
Fuel Distribution System Operator	15 .50
Material Coordinator	15 .22
Material Expediter	15 .22
Material Handling Laborer	8 .18
Order Filler	10 .71
Production Line Worker (Food Processing)	12 .21
Shipping Packer	10 .42
Shipping/Receiving Clerk	9 .89
Stock Clerk (Shelf Stocker; Store Worker II)	12 .55
Store Worker I	10 .15
Tools and Parts Attendant	12 .21
Warehouse Specialist	12 .21

#### **Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17 .02
Aircraft Mechanic Helper	14 .01
Aircraft Quality Control Inspector	17 .50
Aircraft Servicer	15 .22
Aircraft Worker	15 .77
Appliance Mechanic	14 .72
Bicycle Repairer	12 .72
Cable Splicer	19 .28
Carpenter, Maintenance	14 .93
Carpet Layer	14 .21
Electrician, Maintenance	17 .42
Electronics Technician, Maintenance I	11 .37
Electronics Technician, Maintenance II	19 .27
Electronics Technician, Maintenance III	20 .03



Fabric Worker	13 .71
Fire Alarm System Mechanic	17 .53
Fire Extinguisher Repairer	15 .15
Fuel Distribution System Mechanic	19 .03
General Maintenance Worker	14 .21
Heating, Refrigeration and Air Conditioning Mechanic	15 .44
Heavy Equipment Mechanic	17 .42
Heavy Equipment Operator	13 .64
Instrument Mechanic	17 .53
Laborer	7 .26
Locksmith	14 .72
Machinery Maintenance Mechanic	17 .53
Machinist, Maintenance	15 .24
Maintenance Trades Helper	12 .62
Millwright	16 .70
Office Appliance Repairer	15 .64
Painter, Aircraft	14 .72
Painter, Maintenance	14 .72
Pipefitter, Maintenance	17 .53
Plumber, Maintenance	16 .93
Pneudraulic Systems Mechanic	17 .53
Rigger	16 .24
Scale Mechanic	16 .34
Sheet-Metal Worker, Maintenance	17 .95
Small Engine Mechanic	14 .20
Telecommunication Mechanic I	15 .24
Telecommunication Mechanic II	15 .77
Telephone Lineman	16 .24
Welder, Combination, Maintenance	15 .24
Well Driller	17 .53
Woodcraft Worker	16 .24
Woodworker	14 .72

#### **Miscellaneous Occupations**

Animal Caretaker	7 .97
Carnival Equipment Operator	8 .75
Carnival Equipment Repairer	9 .16
Carnival Worker	7 .16
Cashier	6 .80
Desk Clerk	6 .58
Embalmer	17 .93
Lifeguard	9 .33
Mortician	18 .23

Park Attendant (Aide)	9 .33
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7 .30
Recreation Specialist	9 .13
Recycling Worker	9 .81
Sales Clerk	7 .43
School Crossing Guard (Crosswalk Attendant)	7 .96
Sport Official	6 .46
Survey Party Chief (Chief of Party)	10 .99
Surveying Aide	6 .80
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9 .33
Swimming Pool Operator	10 .42
Vending Machine Attendant	9 .24
Vending Machine Repairer	10 .41
Vending Machine Repairer Helper	9 .24

#### **Personal Needs Occupations**

Child Care Attendant	6 .88
Child Care Center Clerk	8 .59
Chore Aid	6 .66
Homemaker	9 .13

#### **Plant and System Operation Occupations**

Boiler Tender	17 .70
Sewage Plant Operator	15 .32
Stationary Engineer	17 .70
Ventilation Equipment Tender	12 .62
Water Treatment Plant Operator	14 .72

#### **Protective Service Occupations**

Alarm Monitor	8 .20
Corrections Officer	12 .03
Court Security Officer	13 .78
Detention Officer	12 .92
Firefighter	13 .49
Guard I	7 .81
Guard II	8 .74
Police Officer	16 .15

#### **Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14 .69
Hatch Tender	14 .64
Line Handler	14 .64
Stevedore I	13 .25

Stevedore II	14 .31
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**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28 .21
Air Traffic Control Specialist, Station (2)	19 .46
Air Traffic Control Specialist, Terminal (2)	21 .43
Archeological Technician I	16 .07
Archeological Technician II	17 .96
Archeological Technician III	22 .26
Cartographic Technician	19 .75
Civil Engineering Technician	17 .60
Computer Based Training (CBT) Specialist/ Instructor	18 .46
Drafter I	11 .32
Drafter II	16 .78
Drafter III	20 .47
Drafter IV	22 .26
Engineering Technician I	14 .25
Engineering Technician II	15 .99
Engineering Technician III	19 .55
Engineering Technician IV	23 .78
Engineering Technician V	29 .63
Engineering Technician VI	35 .53
Environmental Technician	14 .30
Flight Simulator/Instructor (Pilot)	21 .89
Graphic Artist	16 .46
Instructor	17 .56
Laboratory Technician	12 .63
Mathematical Technician	21 .43
Paralegal/Legal Assistant I	14 .63
Paralegal/Legal Assistant II	16 .51
Paralegal/Legal Assistant III	20 .19
Paralegal/Legal Assistant IV	24 .44
Photooptics Technician	22 .92
Technical Writer	19 .23
Unexploded (UXO) Safety Escort	17 .93
Unexploded (UXO) Sweep Personnel	17 .93
Unexploded Ordnance (UXO) Technician I	17 .93
Unexploded Ordnance (UXO) Technician II	21 .70
Unexploded Ordnance (UXO) Technician III	26 .01
Weather Observer, Combined Upper Air and Surface Programs (3)	14 .52
Weather Observer, Senior (3)	16 .12
Weather Observer, Upper Air (3)	14 .52

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	10 .66
Parking and Lot Attendant	6 .91
Shuttle Bus Driver	10 .51
Taxi Driver	8 .48
Truckdriver, Heavy Truck	13 .53
Truckdriver, Light Truck	10 .15
Truckdriver, Medium Truck	12 .19
Truckdriver, Tractor-Trailer	13 .53

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation

of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202 -783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.